



COMDTINST 16114.36
31 JUL 03

COMMANDANT INSTRUCTION 16114.36

Subj: SURFMAN MANAGEMENT PROGRAM

1. PURPOSE. This Instruction establishes the Surfman Management Program (SMP). The Surfman Management Program recognizes the special requirements of the surfman community and provides the necessary management attention to build and maintain a community of surfmen sufficient to meet the needs of the Coast Guard.
2. ACTION. Area and district commanders, commanders of maintenance and logistics commands, commanding officers of headquarters units, assistant commandants for directorates, Chief Counsel, and special staff offices at Headquarters shall comply with this Instruction. Internet release authorized.
3. DIRECTIVES AFFECTED. Surf Operations and Surfman Training Advisory Group Charter dated 08 May 2000 is cancelled.
4. BACKGROUND. Coast Guard surfmen are the service's most highly trained boat handlers. Surfmen are the only coxswains qualified to operate rescue boats in surf conditions, which are extremely dynamic, challenging and dangerous. The Coast Guard also leverages the knowledge and skills of surfmen to train boat forces personnel servicewide through the National Motor Lifeboat School and Readiness and Standardization Teams. Maintaining enough surfmen to meet service needs is a perpetual challenge; few coxswains possess the skill and desire to complete the long and difficult training process to become a surfmen. The uniqueness and importance of the surfmen program requires it to be managed as a separate and distinct community within boat forces. A coordinated effort from several headquarters offices including the Office of Boat Forces (G-OCS), Coast Guard Personnel Command (CGPC-EPM), and the Human Resources Directorate (G-W) is necessary to ensure the Coast Guard trains and maintains sufficient numbers of qualified surfmen.

DISTRIBUTION – SDL No. 140

	a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p	q	r	s	t	u	v	w	x	y	z
A																										
B	1	8	10		1		1	1						1												
C									1					2												
D				2				3																		
E																			1							
F																										
G																										
H																										

NON-STANDARD DISTRIBUTION:

5. PROCEDURE.

- a. Chief, Office of Boat Forces is responsible for establishing and maintaining the Surfman Management Program (SMP).
- b. Chief, Office of Boat Forces will designate a specific officer on staff as the SMP Officer. Duties of the SMP Officer will include:
 - (1) Primary liaison with all field and staff offices on management of surfmen, surf stations, staffing, and policy concerning surfmen. Monitor status of and liaise with field and staff offices to develop and recommend improvement to the following:
 - (a) Recruitment of surfman prospects.
 - (b) Identification and selection of potential surfmen.
 - (c) Surfman training and qualification system.
 - (d) Surfman professional and career development.
 - (e) Surfman motivation and incentive system
 - (2) Primary liaison with the National Motor Lifeboat School (NMLBS).
 - (3) Provide a report to the Assistant Commandant for Operations (G-O) at the end of each fiscal year with the results of previous years action plan and the action plan for the upcoming year to maintain the viability of the program.
- c. Chief, Office of Boat Forces will facilitate the Surf Operations and Surfman Training Advisory Group (SOSTAG), to ensure that the special requirements of the surfman community are recognized and to ensure program leadership and management are continually linked to field realities. Commandant (G-OCS) shall fund travel associated with SOSTAG meetings. SOSTAG shall meet semi-annually or more frequently as necessary.
 - (1) Purpose:
 - (a) Review SMP initiatives and MLB training/operating doctrine and policies.
 - (b) Identify Surfman/MLB problems and make recommendations to resolve them; provide or update actionable items for the upcoming SMP action plan.
 - (c) Serve as an advocate/communications conduit between the field and policy makers.
 - (d) Review MLB/surf related MISHAP trends and advise Commandant on corrective actions.

(2) Membership:

Chair	Chief, Boat Forces Planning Division (G-OCS-1)
Standing Members	CO, NMLBS
	Supervisor, MLB STAN Team
	UTB Systems Center Rep
	1 st District Rep
	5 th District Rep
	11 th District Rep
	13 th District Rep
	CGPC EPM-2 (BM West)
	G-WTT-1 Rep
Standing Observers	Surfman Management Program Officer
	G-OCS-1 Boat Crew Training & Professionalism Mgr
	G-OCS-2 Heavy Weather Platform Sponsor
Members at Large	3 BM2 or above duty surfmen selected by D11 (1) and D13 (2).

- (3) Reports: SOSTAG chair will provide a report to the Chief, Office of Boat Forces no later than 14 days after each SOSTAG meeting. Report shall include meeting itinerary, minutes, and recommended action items.

6. ENVIRONMENTAL CONSIDERATIONS. Environmental considerations were examined in the development of this instruction and have been determined to be not applicable.
7. FORMS AVAILABILITY. None

DAVID S. BELZ /s/
Assistant Commandant for Operations